„Entreprise survey as a tool for identification of skill needs“
Czech republic

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Bucharest, 21st-22nd June 2007
• Purposes of enterprise surveys implementation
• Enterprises surveys provided by labour offices
• Enterprise surveys provided in the frame of regional projects
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Purposes of enterprise surveys implementation

• ALMP development at the regional level
• Research and analysis applicable in curricula development
• Provision of information useful for the guidance system development
• Provision of information useful for business sector (hiring, HRD in enterprises)
Entreprises surveys provided by labour offices

- **Aim:** monitoring of short-term developments at regional labour market (planning of ALMP: requalification courses, focused programmes,).

- **Methodology:** Monitoring is based on Employment law but there is no unified methodological approach. The scope and quality of monitoring are efferent in individual regions according to analytical needs (high x low unemployment, region with few large employers x region with developed SMEs sector, etc.) and according to the quality and interest of LO staff.

- **Mostly:** 1 page questionnaire, basic data on hiring-firing brake down by groups of population/target groups (youth, older workers, disabled, foreigners, employees by educational level, professional groups.

- **The best labour offices:** regular multi year forecast, qualification needs information structured by KZAM, ISCED
Conclusions:

- **Strengths**: regular survey twice a year, forecast for 0.5 – 1 year period

- **Weaknesses**: regional dimension; few information on qualification needs; LO do not have capacity for comprehensive enterprises monitoring

- **Opportunities**: Labour Market Institute – support for PES in communication with employers
Enterprise surveys provided in the frame of regional projects

**RISA, RESA** – piloting of regional information portals on employment, situation of school graduates at the regional labour market, employers demand, educational programmes offer.

**RESA – Moravia-Silezia region** – questionnaire on current situation and 1 year forecast (hiring-firing, missing professions following individual economic sectors and KZAM groups – 4 digit structure, required competencies, HRD in enterprises)

**Regional economic chambers** – South Bohemia, Vysočina, etc.. Ad hoc surveys.

**Conclusions:**
- Regional dimension
- Differences between regions according to the provider and purpose of the research
- Ad hoc provision
Enterprise surveys provided in the frame of pilot projects – nation wide

**NOZV** – surveys are provided Ad hoc according to the aim of the projects

- **Period of anticipation:** current situation or short and medium term predictions
- **Content:** questionnaires were focused on further education, qualification gaps and labour shortages
- **Further development of surveys:** ITP project (Labour Market Institute) – qualitative forecasts on future developments in individual sectors – monitoring of short and medium employers needs concerning qualifications and professions should be part of the forecasting system.
Enterprise surveys provided in the frame of pilot projects – nation wide

NUOV – ISA surveys are provided periodically in a two year period in different economic sectors (Industry, Tertiary sector, Quarter sector is planned for the next survey).

- **Content:** Questionnaire gathers information useful especially for education system (curriculum development, structure of education programmes): employers satisfaction with the quality of school leavers (required competences), labour shortages (missing professions), skill gaps, cooperation between enterprises and schools, employers attitude towards fresh schools leavers, etc.

- **Period of anticipation:** current situation

CVTS 3 survey – focused on HRD in enterprises. There is a possibility to add national questions. Discussions with the Eurostat about possible enlargement of the questionnaire.
Conclusions concerning the situation in the Czech Republic

• Several ad hoc surveys, some of them are repeating,
• Surveys at regional level prevail, there are only few surveys at national level – mismatch of different surveys brings on a danger of possible overlaps – enterprises are reluctant to answer many questionnaires - there could be synergic effects
• Very different methodologies used however the core blocs of questionnaire are quite similar: need of qualifications, need of professions, hiring-firing
• Results of different surveys are analysed/used by providers/organisers only – therefore there is a limited scope of information use
Conclusions concerning the situation in the Czech Republic

- Cooperation and data sharing could bring effects:
  - Cost efficiency
  - Higher response rate because the enterprises would be not burdened by questionnaires
  - More comprehensive results unable larger scope of data for analysis
  - More specialised analytical capacities can be used
  - Comparability with European trends
THANK YOU FOR YOUR ATTENTION

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